

Q31

Is there anything else you would like to share with us regarding scientific integrity at EPA? Your response will be extremely useful to the Scientific Integrity Official and Committee because it will inform the Agency's future implementation of the Scientific Integrity Policy.

¹ Great work place

² EPA needs to move away from its focus on left-wing partisan politics. We need to start bringing senior leaders into the organization who have different points of view and don't necessarily subscribe to EPA's traditional ways of thinking. Right now we're like a self-licking ice cream cone. We only hire senior leaders and scientists with the "right" political philosophies.

³ Previous administration did not tailor necessary environmental action with need, most specifically with regard to climate crisis which lowers EPA employee and public's trust in EPA scientific integrity

⁴ Please bring back faith in scientific integrity.

⁵ Now the science will be recognized

⁶ Visible consequences for breaches in scientific integrity at all levels is important and tied to the overall improvement of employee morale and outlook.

⁷ why so many personal questions. NOT NEEDED for this survey My gender sex etc are NONE OF YOUR BUSINESS My skin color and age have NOTHING to do with science at EPA!

⁸ I love this job, but working under the Trump administration was a horrible experience.

⁹ This is the first time in my 30 year career that scientific integrity has been brought to the front, I'm happy about this and wondering why this has taken so long.

¹⁰

I have no idea who the "local" scientific integrity people are, if they exist.

¹¹ The IG is a more appropriate place to report science not informing policy or conditions of industry influence on those decisions

¹² i do not feel comfortable reporting on here regardless of the assurances you provide

¹³ None

¹⁴

Why did I just have to answer the last 5 questions about sex...you people disgust me and there should be a law against you being allowed to collect that kind of information!! This is the CASE IN POINT about scientific integrity...WTF was I just asked about my sexual preference in a scientific survey???? You people need jobs elsewhere...

¹⁵ Political appointees that ignore science and support the chemical manufacturers should be held accountable. Even if they have left the Agency. Unless you hold these people accountable scientific integrity is just a buzz word and is not a believable core value of the Agency.

¹⁶ From my perspective (mostly trainings) I think (b) (6) and her staff are doing a good job trying to help move the agency forward

¹⁷ Just remember that Scientific Integrity and Whistleblower Protections seem to staff like just so much talk. There are stories all the time in the news about staff getting screwed over.

¹⁸ All of us where the rubber meet the road appreciate the importance of scientific integrity. It is the higher ups who exert the pressure who need the training all the more. You offer an annual training but it is never announced terribly early, and there is only one, so if you miss it, you have to wait another year.

¹⁹ Focus timeliness of products has set back professional development and therefore sets back my ability to help my office and EPA provide best scientific advice both within the EPA and outside EPA.

²⁰ na

²¹ Nothing specific - but appreciate the opportunity to complete this SI survey.

²² Thank you for sticking to your integrity.

²³ Establish regional committees on scientific integrity.

²⁴ Asking for birth year was too specific a question, and I refuse to answer. The only purpose of that question in that format is to revoke anonymity. Why did you not offer the option for broad categories?

²⁵ NA

²⁶ The creation and existence of the EPA is science-based. Pursuing any mission or goal other than employing science and following the data can only lead to problems for the Agency and disaster for our health and the environment. Having people who disregard science in leadership roles at EPA is like having a chef work on your car or a pharmacist cut your hair. Makes no sense. No one will get the results they want and it will be a waste of money. There needs to be a process or system that accommodates political appointees yet INSULATES the Agency from the whims of a madman or deliberate disinformation. Set up a structure that protects scientists and others in the Agency to push back when unsound and unproven rhetoric attempts to replace science and truth.

²⁷ No

²⁸ This was a very thought provoking and somewhat difficult survey to answer. I spent at least an hour on it. Thanks for taking the time to ask these questions. I think there is a very big difference between the last administration and all others I have served under with respect to this topic. Hopefully it is an anomaly and that we learn from it how to put stronger safeguards in place, government wide, to ensure the knowledge used for decision making by the public is of the highest quality and trust.

²⁹ Get politics and political favors/influences out of science based decision making.

³⁰ None

³¹ The last two demographic questions about gender identity could be worded better. For example, in the second question, someone who is both transgender and female wouldn't know which to choose. I also wonder why the agency needs to know what sex we were assigned at birth. If you're trying to determine whether we are cis or trans (or some other identity), it's better to just ask directly. Additionally, some folks are born intersex. I would suggest instead phrasing the questions as follows: 1) What is your gender? Male, female, other: please specify 2) Do you identify as: transgender, cisgender, other: please specify Additionally, describing straight as "not gay or lesbian" is a bit odd - what about bisexuals? I think that if you just wrote straight/heterosexual, everyone would know what you meant. Finally, for all of the sexual orientation and gender identity questions, please include an option along the lines of "I choose not to answer." Some folks know their identity (i.e. "I don't know" wouldn't be the appropriate answer) but may choose not to disclose for safety or other reasons.

³² Very good survey

³³ I appreciate the new administration's expressions of interest in promoting transparency and scientific integrity going forward, but there has been no accountability for the complicit behavior or career management that supported suppression of facts for the past four years, and without that they cannot have my trust.

³⁴ Anything that can be done to prevent future misgivings in the realm of scientific integrity as witnessed in the previous administration is absolutely needed. This agency needs the respect of the citizens and industry, and cannot allow for science-based decisions to be influenced or corrupted. This will only diminish the ability of the EPA to do solid, helpful work.

³⁵ No

³⁶ Thank you for conducting this survey and I hope the results will be used to make change at the agency.

³⁷

It was a bit too broad at times. I read/hear about the Administrator through the media, but rarely hear anything directly related to integrity.

³⁸ No, thank you.

³⁹ No.

⁴⁰ n/a

⁴¹

I just want to know why the 4 reports I spent years working on with a talented team of EPA scientists and contractors were (b) (5).

⁴² When you actually hold a politician, political appointee or upper management accountable for using scientific integrity, you may have a system that will work. Unless someone will pay (fined, fired, etc) for squelching science, or changing data, or giving permits when the science does not meet the law, nothing will change.

⁴³ Scientific integrity seems to allow be affected by the political appointees and EPA management/divisions fear of change and varying scientific perspectives.

⁴⁴ Thank you for giving us this opportunity to comment. I feel that the atmosphere that we just witnessed over the last 4 years with regard to science, integrity, truth, etc. at EPA was reprehensible. Anything we can do to prevent this intimidation/gag order atmosphere from ever happening again would be greatly appreciated. My huge fear is that with a future change in Administration to one not believing in science, climate change, etc. again, we will be gagged and silenced again. Unfortunately, we are running out of time to save the planet.

⁴⁵ This should be done every year, no matter who is president (unsure if it is)

⁴⁶ N/A

⁴⁷

i felt like a lot of the work we did- and announcements/communication about the work we did- was minimized in the past administration. everything had to be so curated to the administrator's wishes that it felt fake and misleading. the fact that all of the prior administration's choices for EPA administrators ended up moving to conservative, pro-industry think tanks does not make anyone feel good.

⁴⁸ As mentioned several times, please consider unintended consequences as a result of SI and transparency. These are very important topics but they also have real world impacts on the science staff and career trajectories. PARS and promotion potential need to align with the real world requirements that govt scientists face that are not present in the academic research world. This is a burden that other science areas do not carry to the same degree.

⁴⁹ As noted earlier, EPA generates massive amounts of data however, external entities also generate data either on behalf of the agency or are collecting data that end up in our national data bases (or are published, etc.). This external data needs more scrutiny as it can affect agency decisions. Scientific integrity needs to be addressed by our contractors and grantees, not just by management and staff within the agency. This to me is the blind spot for the agency.

⁵⁰ Additional resources to the Regional SI programs would be helpful. Oftentimes this responsibility is shoved under QA; however, most QA programs are already strapped for resources. To ensure SI is consistent and enforced equally, more resources would be helpful.

⁵¹ Might be useful to better define the degrees of agreement up front. For instance, if I know 30 decisionmakers and one of them really hates apples, what do I put for "decisionmakers at EPA love apples"?

⁵² For scientific papers: Mandate EITHER disclaimer OR mgmt review but NOT BOTH

⁵³ Specific information as to process and timing of investigations of complaints and possible issues would be helpful. If a scientist knows that a partial response can be accomplished in some specific amount of time, it helps in deciding what to do if there is a problem.

⁵⁴ I am so grateful for the direction the agency is currently heading and the value that is being placed on scientific integrity. It is inspiring and the future looks bright. Thank you for asking for employee input and all of your efforts in achieving the mission of the agency,

⁵⁵ thanks for creating this survey. You will no doubt get some great feedback from the agency scientists. Please take the input and make changes accordingly.

⁵⁶ Promote and elevate Quality Assurance (and not just laboratory QC). Scientific information of the appropriate quality for its intended use(s) is predicated on the incorporation of quality assurance. Without documented quality planning, implementation, and evaluation/assessment, the quality of the information used is at best unknown and at worse unuseable and dangerous to the decisions the information is used for. This would translate to a lack of Scientific Integrity at its very core.

⁵⁷ N/a

⁵⁸ I would have been ok with selecting my age range as a demographic question but not ok with identifying specific age or birth year.

⁵⁹ the questions about gender, age and race are totally inappropriate and i may refrain from filling out future surveys like this!

⁶⁰ survey was 25% too long

⁶¹ I personally feel that consistency between administrations in policy and enforcement are absolutely key in ensuring that the Agency to continue to make progress on important US health and safety issues. Without protections during administration transitions we risk going backwards on important issues and thereby endangering the public.

⁶² I left a lot of blanks because some questions didn't have an option that fit my personal knowledge (not always an option to pick N/A or no basis to judge) as opposed to what I read in the paper. However, blank is not lack of interest or concern. Good to see the Scientific Integrity Policy taken seriously.

⁶³

The previous administration's care about scientific integrity was abhorrent. Why did they get away with it? Since they're gone I imagine there will be no repercussions for them. What they did was clearly wrong. How do you prevent such a terrible situation in the future?

⁶⁴ Very complete survey - please share findings and follow-up actions to all EPA staff and management.

⁶⁵ N/A

⁶⁶ The past four years was a nightmare for science at this agency. I am hopeful that this has been at least temporarily abated. I am fearful regarding what may occur to the Agency within the next electoral cycle. Please keep in mind the intrusion of politics into the science that we do to protect the health and welfare of Americans and try to find creative ways to safeguard scientific integrity in a manner that can better weather political change.

⁶⁷ Management actions that result in lack of scientific integrity may not be intentional. Certain management practices, such as not including scientifically-qualified staff or managers in decision-making, does not promote scientific integrity.

⁶⁸ Develop and implement measures and a plan to track over time as well as the day to day. The reputation of the Agency and its work progress should build or move in a direction. If the direction shifts be prepared to present objective evidence. Science informs policy but the science of measurement should record for evaluation the trends regarding how much or how little and in what directions.

⁶⁹ Nothing else to share, you've got all the deats! Thank you

⁷⁰ clearer policies and procedures training and more frequent

⁷¹ Our work is important. The integrity of our science is paramount. Glad to see this emphasis on SI

⁷² no

⁷³ Science is key, if you cannot measure it, how can it be managed or even how much is the cost.

⁷⁴ Demographic questions regarding sexuality are inappropriate for this survey!!

⁷⁵ Problems are often errors of omission -lack of support, no directives to maintain integrity in the face of opposition, etc. Too often signals are from non-line managers and are not directives but suggestions to tone something down or rephrase. Suggestions to avoid problems by playing along. The message gets through.

⁷⁶ First, thank you so much for how strongly you care about scientific integrity at the Agency, given the fact that you're doing this survey and the questions you've asked. Second, while this survey asked about the past two calendar years, which were during the previous administration and a very bleak time for scientific integrity at the Agency and the Federal Government, in general, I believe that the new administration (at both the Presidential and Agency level) is sincere in their desire for a strong culture of scientific integrity.

⁷⁷ This was a long survey!

⁷⁸ Try to create a scientific policy that would be immune to political interference from an anti-scientific politician with lots of power and influence.

⁷⁹ The scientific integrity work is under resourced. (b) (6) has great energy and ideas and EPA needs her to have the staff to do her work. Also - why is the scientific integrity group in ORD? Makes no sense.

⁸⁰ No.

⁸¹ Scientific integrity is less of a problem in (b) (6) than scientific ignorance. We need to do a better job of recruiting and retaining scientifically literate employees.

⁸² Please don't appoint non scientists to science related positions.

⁸³ N/A

⁸⁴ Providing training will be helpful to better answer survey questions.

85

The main factor associated to Scientific Integrity is fear. Fear of getting things taken out of context. This days media, people, the whole World have a tendency to over exaggerate, no time for deep info search (facts, fiction, misinformation), and lack of forgiveness for unintended mistakes. People are more willing to blame for mistakes rather than contribute to avoid making the mistake when possible to correct.

⁸⁶ Demographic information is biased and should not be used in surveys.

⁸⁷ No

88

I think we already have and have mostly always had a culture of scientific integrity. Getting best practices on the gray areas would be useful.

⁸⁹ It is absolutely critical to win back the support and trust of the public if we are to continue doing good work at the EPA.

⁹⁰ From what I've observed, scientific integrity at EPA seems to be mainly a political issue resulting from the views of political appointees and how they try to steer or stymie science. I haven't observed scientists committing infractions of scientific integrity.

⁹¹ Thanks!

92

Just reiterating that hiring and retaining the best minds in the business is essential for the future of EPA, our nation and our planet. Capping regional scientists at GS12 for the entire length of their careers is problematic. I believe that this is a scientific integrity issue and one that will shape the future of EPA. I started my career more than (b) (6) and it was financially challenging for many years. Still is today. So, to imagine all of our new scientific hires being capped at GS12 just doesn't make sense.

93

The leaders of Scientific Integrity should be visible and well known to all Scientist within EPA. I think that Scientific Integrity should be promoted first from the top down. Then when a scientist needs it, he or she will know exactly who, what, when and how to respect and maintain it!

94

Nothing specific except to say that scientific integrity can always be maintained by recognizing that fundamentally science is a process. Deviations from that process, however they manifest themselves, always reduce the work and validity of the conclusions reached, which will further erode the integrity. Brilliance in the basics--everything else will follow.

95

No Comments

96

This survey is too complex and too long ... make it simpler.

97

Please, no more mediocre mandatory trainings. We do too much of this.

⁹⁸ Thank you for allowing employees to take this survey and I hope EPA comes out with a strong policy that will be implemented the same throughout the Agency.

⁹⁹ The SIO and Committee should hold officials who violated scientific integrity accountable and share consequences of scientific integrity complaints to encourage scientific integrity.

¹⁰⁰ I am very pleased with the scientific integrity culture in year 2021 under the new administration. I greatly appreciate the emphasis on performing high quality science to guide policy.

¹⁰¹ Environmental Justice Policies should be discussed more so that the public is aware that they really do exist. Put out enough information so the general public understands why some things are done and others are not. They may want to know why a highway is being built through a cornfield or an airport being built and the pros and cons of all of it. That may help in public support.

¹⁰² Scientific integrity is an important attribute in maintaining the Agency's scientific credibility

¹⁰³

Clear trainings on focused areas would be helpful. For example, focus on international collaboration; focus on industry; focus on federal agencies.

¹⁰⁴ Thank you for administering this survey.

¹⁰⁵ This form is a bit too lengthy. Questions about how HQ handles decisions is beyond most regional staff's knowledge.

¹⁰⁶ No.

¹⁰⁷ Keep politics and industrial/economic agendas out of EPA's science.
Thank you.

¹⁰⁸ This was too long. Consider splitting into 2-3 shorter, more targeted surveys for more thoughtful responses.

¹⁰⁹

As you are aware, calendar year 2019-2020 was a horrible year for SI policy and you can expect to reverse policy decisions based upon original scientific documentation or updated modeling/calculations associated with work products. There is a requirement for corrective actions within EPA for at least the last 4 years. You cannot move forward on deleterious information that has been covered or uncovered.

¹¹⁰ Why would you end a survey asking for my birth year. This seems a bit odd.

¹¹¹ This survey was extremely long and not relevant to non-scientists.

¹¹² This survey was tough.

¹¹³ NA

¹¹⁴ SI is held to the highest possible standard in my experience in our Branch. I don't see how it can be improved.

¹¹⁵ Thank you for sharing this survey and for the agency's commitment to scientific integrity!

I greatly enjoy my job and take the responsibility of conducting research that is of the utmost benefit to the citizens of the USA very seriously. The work of the EPA is critical and the research within (b) (6) is able to fill data gaps that cannot be filled by academic labs and currently are not required to be provided by chemical manufacturers. It is our task to generate useful data that informs risk assessment and regulatory actions by EPA and state health/environmental agencies to protect human and ecological health. (b) (6) needs to support the full gamut of approaches with greater equity so that these needs are met now and in the future.

¹¹⁷ NO

¹¹⁸ The (b) (6) reports to me. I fully support SI training at all levels as mandatory.

¹¹⁹ I did not answer the question "I rarely encounter scientific misconduct in..." because I believe it was poorly worded. If it had been worded with "I have" or "I never" then I would have answered.

¹²⁰ Priority of work and projects is driven by hot topics and public interest instead of the state of the science related to risk assessment. The way we do our work is not open to development and change.

¹²¹ During the 2 year time frame that is the focus of the survey, I have had several difficult experiences regarding SI at EPA. One of the hardest things for me to wrap my head around was the line between what is legal versus the policies of SI. For example, some of our foundational laws are, in certain areas, very explicit regarding how to conduct certain functions. Then over the years the EPA developed more involved policies to implement our various Acts. Under the previous administration many of these policies were (b) (5)

[REDACTED] These situations were very hard to combat and in many cases resulted in less scientific rigor and public transparency.

¹²² Being clear about the time required to review and clear products is important. Also important to be clear and transparent on how EPA chooses to support and fund scientific research.

¹²³ Thank you for conducting this survey. Please follow through with sharing the answers with us.

¹²⁴ (b) (6) [REDACTED] That is not good. Thanks for the opportunity to provide responses.

¹²⁵ Scientific Integrity Office needs to evaluate whether all Program office integrity officials are ethical and supportive of SI. The SI office needs to evaluate OIG reports of offices and assure that the office responses to reports are appropriate for the level of concerns identified. If not, they should interfere to assure that the concerns are adequately addressed. Thank you for your support.

126

If there is evidence that EPA was not abiding by it's own Scientific Integrity Policy, what will be the outcomes? Will anyone be held accountable? If there is not a process in place for appointed politicians to be held accountable to the people while they hold their positions, what could possibly disincentivize them from doing whatsoever they choose?

127

The relevance of the demographic questions to this survey is not at all clear. I did not answer them because, while anonymity is being assured, the demographic information can easily be used to identify individuals. Once again, the trust issue is of importance and asking us to respond to demographic information questions in this survey erodes trust.

128

No. but thanks for asking!

129

(b) (6)

You need to broaden this policy so people are not sent packing to the union and/or OIG. Work together send no quashing of science to anyone else stay involved. This leaves the person discouraged. You have more power together. Survey all employees and ask them to identify examples of when science has been quashed over these past 2 to 3 years

130

At our (b) (6) we take scientific integrity very seriously and take great pride in consistantly producing good, meaningful, and useful data. We believe that the majority of the entire EPA staff feels the same way and always have.

¹³¹ Administrative managers and manager scientists should support the staff scientists who have the advanced academia degree in a specialized field of study and research experiences. Without their expertise and knowledges there will be no guarantee that EPA can achieve scientific integrity in the line of work.

¹³² N/A

¹³³ I'm excited at the direction EPA is taking regarding scientific integrity. During the last administration, taking the scientific integrity training was basically checking a box for the agency. During the training, I was distracted by the fact that scientific integrity training of staff seemed so important, while there was blatant ongoing misconduct by White House and upper echelons of EPA. What a joke. I'm thrilled that scientific integrity is back at the EPA. Thank you all for your efforts.

¹³⁴ Nope.

¹³⁵ Not that I can think of. I'm a little concerned that this survey is so long that it will discourage people from filling it out. It might also help for the survey to make a clearer distinction between questions for scientific staff and non-scientific staff, or at least make it clear that non-scientific staff can skip the sections that ask specific questions about our scientific work (which are irrelevant, obviously).

¹³⁶ More respect needs to be given to differences of opinion and as such those differences should not be used to not put such people in management positions.

¹³⁷ Career EPA employees that actively support or participate in violation(s) of scientific integrity should face severe repercussions.

¹³⁸ I am extremely hesitant to submit this survey. I do not trust the promise of anonymity and expect that I will face retribution because I tried to answer honestly.

¹³⁹ Science and facts are critical and should be factored into decision making and direction of the Agency who serves the American people (all) as much as possible. Nothing is absolute or perfect there are tradeoffs but not at the expense of human health, and protection of our limited and diminishing natural resources.

¹⁴⁰ It was shocking how fast opinion was able to replace data. Good luck figuring out how to keep that from happening again.

¹⁴¹ Favoritism and sycophancy define EPA's culture - employment recommended for the unelected bureaucrat, advocate seeking to enforce their will upon the public.

¹⁴² Thank you.

¹⁴³ As long as this country continues to allow industry to influence politics, there will never be true scientific integrity.

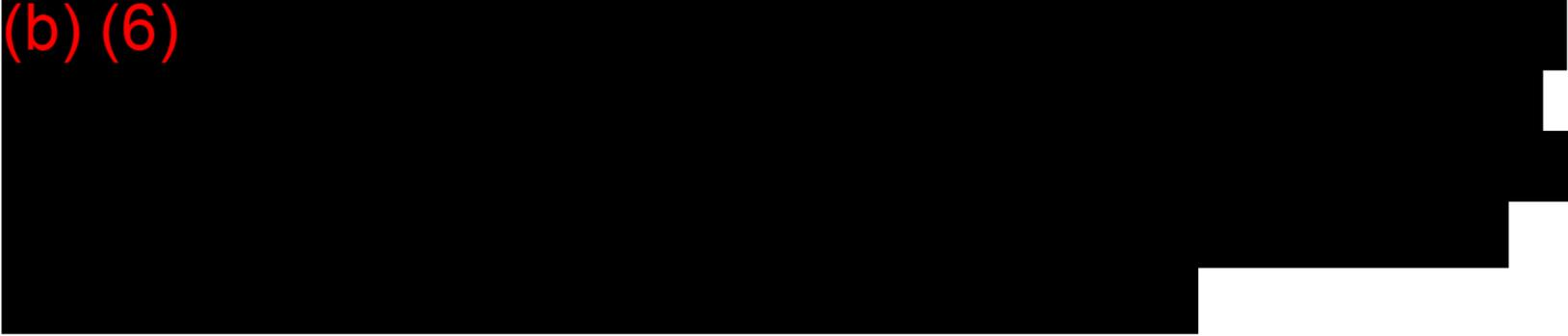
¹⁴⁴ none

¹⁴⁵ This survey took much longer than 30 minutes and had a lot of redundancy. Respondents should get a gift certificate or some sort of incentive for completing such a long survey.

¹⁴⁶ I have no personal experience with issues regarding SI at EPA. I don't feel positioned to give quality feedback without having been more involved in SI processes.

¹⁴⁷ none

(b) (6)



149 This survey is really not helpful in itself

150

I hope that the current administration undertakes EPA's mission based entirely on the science and EPA's missions, and refuses to water actions down based on the fear of how those opposed to our mission in Congress and elsewhere will attack us. We need to be strong and resolute.

151 I don't believe responding to this will make things better in any way, but that instead I'll be told how great of a job EPA is doing with Scientific Integrity and have a new on-line training on some random completion schedule that I get browbeat to take.

¹⁵² The influence on employees are made at the supervisor/director level. All the decisions employees make are to see if the supervisor/director will accept it. Basically, Person A will not accept these numbers they are too high. Or what assumptions can we change to lower the number. Or team leaders excluding observations and making excuses why the observations should be removed just to lower the amount impacted and cost. (b) (5), (b) (6)

(b) (6), (b) (5)

(b) (6) has a culture of yes only if you don't say yes then you wont be doing any meaningful work and you will be retaliated against.

¹⁵³ It is clear that scientific integrity at EPA in 2021 is different from what it was in calendar years 2019 and 2020 based on leadership.

¹⁵⁴ I wish the survey asked organizational information at the division level.

¹⁵⁵ Showing examples of scientific integrity and publicizing individuals and teams that achieve publication in scientific journals. Being out front with how we portray the science and show the public that we have different views but chose "best practices" and the reasons we use those. PR campaign on scientific integrity much like Johns Hopkins or MIT or other scientific agencies outside of government do to promote their scientists and work.

¹⁵⁶ None

157 Scientific Integrity must be valued and protected if our work is to be respected and used in policy by those inside and outside of EPA. It is an essential foundational element of EPA, without which, our work has little value and will lead to the loss of the mission.

158 As someone who does not work in the area of science, I know very little about Scientific Integrity if anything at all. I think more informational sessions about scientific integrity may be useful.

159 I feel hurt and betrayed. The very managers who I used to respect let me down. I thought they were mission driven, but they were more interested in saving their own butts, keeping their heads down, and pleasing their managers. What an utter betrayal. And there is no recognition of it, no clear "I'm sorry" from the scientific integrity officers, no acknowledgement of the trauma that we all went through over the last few years. Already there are signs that this will all be papered over. Using the word "lapses" instead of "violations". (b) (5)

I don't have any real trust that the real problems that allowed for the violations of our scientific integrity policy over the last few years will be addressed and resolved. There will just be a few surveys and maybe some basic trainings, but nothing will be fixed. This makes me really sad. I used to be proud to work here. I used to be proud of my colleagues and the work we did. But it could all go away again in an instant.

160 No

161 I'm proud to work at EPA (b) (6)

162

Scientific should not be used as a weapon ... sometimes our strong desire to be sure we are scientifically sound has opened the door for staff and managers to use it as a weapon against others in the organization. We will not always agree on the science, but using scientific integrity to get our way demonstrates a lack of integrity. We have to value differing opinions while we try hard to build some sort of consensus still remaining open to new ideas and scientific truth in our never-ending quest for truth.

¹⁶³ This survey seemed a bit intrusive. Not sure why demographic information was necessary. And I wonder if the questions themselves were scientifically developed.

¹⁶⁴ horrible questions.

¹⁶⁵ none

¹⁶⁶ Thank you for the important work you do.

¹⁶⁷

Thank you for acknowledging and trying to address the hijacking of science and our agency over the last four years. There are a good amount of employees that do not work directly with science and may not see the relevance/connection to their work. Engaging them and making those connections for them can help build support and educate employees to help build institutional resistance to future hijackings.

¹⁶⁸ I have limited experience thus far, so some of my answers may not be that useful

¹⁶⁹ NA

¹⁷⁰ Thanks for offering this survey....

¹⁷¹ Survey far too long/redundant

¹⁷² Thank you for this survey.

¹⁷³ scientific integrity policy should be tailored to the specific parts of EPA when training (e.g., field employees, upper management, research/lab related staff, etc.). plain terminology in the trainings will be helpful too. best practices, tips, and what not to do is also more meaningful than broad overview training.

¹⁷⁴ make it more resistant to elected and appointed officials' interference

¹⁷⁵ please see my other answers in the survey.

¹⁷⁶ na

¹⁷⁷ EPA staff are working diligently with tremendous pressure to do more work that is possible for the number of people available and the time allowed. Until staff number can be radically increased and those staff are appropriately trained for the work done, I think there will be scientific integrity issues stemming from the crush of work.

¹⁷⁸

Over the decades, it's common that employees' feelings about an Administration's policy choices influence or inform their views on legality, morality and scientific integrity of the Administration's decisions. Polls like this and other communications on scientific integrity could take some time and discuss each and how they are different, so that discussions on scientific integrity are distinct from feelings about policy choices.

¹⁷⁹ I am very happy to see the Agency return to its mission.

¹⁸⁰ The career supervisors who were here and successfully implementing policies of the last administration are still here. If they were involved in scientific integrity issues, they need to be face consequences, even though their tunes have changed with a new administration.

¹⁸¹ Even though anonymity is supposed be kept for this survey, the "demographics" asking for a specific year of birth instead of having it by groups (like years at EPA) seem to indicate that you can reach the person filling the survey. Again- there is a trust issue. Next time, keep the age as ranges. On the implementation of policy- all political appointments should be required to take the training and understand what they can and cannot do.

¹⁸² Keep up the good work because you are contributing to employees feeling open to report. Consider improving coordination with the OIG and continue to advocate that employees can report concerns through either channel.

¹⁸³ Nothing at this time

¹⁸⁴ My experience was that the prior administration used political concerns when no scientific integrity concerns existed to significantly delay the selection and implementation of a (b) (6), (b) (5)

¹⁸⁵ I feel like the long-time EPA career employees need to be more accepting of people who transfer to EPA mid-career. I am struggling to understand why EPA hired me and how I can contribute to the mission when my co-workers do not trust me.

¹⁸⁶ the demographic thing was weird

I think many of these questions needed a option for no experience so cant have a opinion... I had to choose an answer that did not feel right. so that is kind of funny since this is about integrity....you did not give us the option to not answer, if we were uncomfortable which is like going to the scientific integrity official without worry of retaliation,, isnt it... So your data may be skewed without offering that option as a answer

¹⁸⁸ The the U.S. public and international scientific community sees what EPA releases and confuses it with the science of EPA. This is embarrassing as a scientist. It would be great if there was greater separation between the scientific opinion of EPA and what political appointees say or release as EPAs opinion.

¹⁸⁹ NA

¹⁹⁰ N/A

¹⁹¹ Thank you for this thoughtful survey

¹⁹² although most of the questions do not apply to my position, i think this survey should be conducted quarterly or bi-annually. There are new staff onboarding taking place monthly.

¹⁹³ The timing or this survey is somewhat awkward, because my perception is that scientific integrity at EPA is on the mend largely as a result of the last presidential election. Had things turned out otherwise last November, I feel that, if anything, scientific integrity at EPA would have deteriorated further.

¹⁹⁴ This survey was too long.

¹⁹⁵ When I was a kid, I looked up to the EPA and thought that it was an institution that served the public well and something to be looked up to and admired for helping the environment. The last administration made it clear that the agency could be weakened at will. I hope that we right that wrong.

¹⁹⁶ None.

¹⁹⁷ I am not a "climate denier" just because I don't think every flood, tornado, hurricane, and ice storm was caused by manmade global warming. Climate change has always occurred - the amount of influence caused by manmade global warming on the climate is still not fully known and should continue to be researched. All models have been wrong so far.

¹⁹⁸ (b) (6)

The SIP is not something discussed so I answered based on the issues observed in 2019/2020.

¹⁹⁹ I'm encouraged by the commitment and actions of the new Administration to "walk the talk" when it comes to scientific integrity. Thank you for this survey - I'll be interested to see the results!

²⁰⁰

How in the hell is the 'demographic' portion part of this so called 'survey' helpful in finding where the agency is lacking in scientific integrity? WTH?

²⁰¹ None

²⁰² What does what gender I was born with, and more ridiculous, what belief I have about what gender I am, have to do with the answers to these questions? You're looking at scientific integrity and then you ask about fiction -what gender a person imagines to be. This makes the talk about scientific integrity a joke in my opinion.

²⁰³ Nothing,

²⁰⁴ I suggest to add more training to avoid misinterpretation of the scientific integrity policy

²⁰⁵ Much of the issues surrounding scientific integrity are not obvious, hence it is always hard to discern what is truly a scientific integrity issue. It also incorporates funding and collaborators.

²⁰⁶ You just asked me a question about what gender I was assigned at birth. Simple scientific integrity violation right there. You are born a male or female. No question about it. God created us so that we can procreate. One male and one female! This is exactly what I am talking about. You deny science in your scientific integrity survey! This is exactly why the agency is in this situation. Unbelievable!

²⁰⁷ no

²⁰⁸ Provide examples of the loss of scientific integrity as well as the defense of scientific integrity within EPA to provide inspiration of what not to, and what to, do.

²⁰⁹ Thank you for conducting this survey and providing such thoughtful questions to answer.

²¹⁰ Please do not develop Scientific Integrity Policy in a vacuum. Staff-level as well as managerial-level should be part and parcel of developing any additional guidance and implementation. The Agency staff need to have a lot of ownership in the process. Staff will feel more empowered to resist political pressures to violate policy in future administrations if they are integral in developing the guidance.

²¹¹ Glad the Scientific Integrity Official position exists and that the operations of the office are so effectively administered and staffed with persons having considerable expertise and wisdom.

²¹² Provide training on scientific integrity with examples.

²¹³ We need more consistent, factual, and rational messaging from our leaders which should then percolate through the agency, staff, and the public.

²¹⁴ Training employees and especially newer employees in scientific integrity is important. Customized training that pertains to individual offices would be very beneficial.

²¹⁵ No

²¹⁶ said what needed to be said about outside stakeholders.

²¹⁷ How can a survey be completely anonymous if you are trying to collect demographic data? Also gender data? If that relates to scientific integrity then I am confused. It is racially based now? Do I have to have an alternative view of gender to be scientifically sound? Or am I only sound if I have a traditional view?

²¹⁸ EPA needs to adopt scientific principle to increase the agency's role in defending human, health and the environment.

²¹⁹ I was uncomfortable answering many of the questions in this survey as I found that the responses for selection did not include N/A or No Basis to Judge on some of the questions. I feel my responses may not be accurate as I was not able to choose an appropriate response. I felt this survey would be best directed to people who are directly involved in research work (ORD offices) and policy makers at HQ. The responses from staff level at regional levels may not provide good data and may skew actual results. I would encourage that future surveys should focus on policy makers and researchers. The survey for staff could be a separate one and ask different set of questions. I would think such a survey would provide better metrics for the agency to take appropriate action.

²²⁰ N/A

²²¹ Once again the last four years were unprecedented, so, I don't think of our policies or procedures as a failure, but how do we ensure that in the best of future unprecedented incidents, we protect the next generation of federal workers from what we experienced this last four years, if you can't that's fine, was your hands and be done, otherwise, i'm so sorry to be crass, surveys and promises are not helpful if our leaders won't step up and procedures are not in place to help us hold political appointees and career leaders, SES accountable. they should be held to a higher standard, because that is the role they took on.

²²² None.

²²³ It is a general comment. Nobody will make waves on anything because if you do, your days are numbered. (b) (6), (b) (5)

²²⁴ Thank you for asking!

²²⁵ I will not comment for fear of reprisal.

²²⁶ NONE

²²⁷ NA

²²⁸ Provide development and advance for scientific staff in Regions.

²²⁹ nope

²³⁰ no

²³¹ Limit industry lobbyists from being political appointees at the agency.

²³² Survey was too long

²³³

THE LAST FEW QUESTIONS ARE INAPPROPRIATE, AND ARE SIMPLY BEING USED TO PROMOTE "IDENTITY POLITICS;" NOW AND IN THE FUTURE.

²³⁴ No comment

²³⁵

The Scientific Integrity Office performs a really important process within ORD and I hope they can maintain and even expand their good work.

²³⁶ what was the last section about? way too personal

237 Thank you for your work. I would like to add my view that the role of science in our work is dynamic and complex. For example, we regulate chemicals based on evidence of danger for each specific chemical. Because this is so hard to do, many chemicals that probably should be regulated, aren't. They await science. My point is that we can't simply always say that we always follow the science and only the science. We sometimes need to follow scientists opinions, their speculation, to get ahead of pollution. So, what is 'scientific integrity' in a dynamic and complex space? I'm sure you have thought about all of this, and, I mention it as a note to continue to assess and consider how complicated all of this is. How too narrow of a 'integrity' definition might be counter-productive, and, too broad a definition, not useful.

238 Thank you for taking the time to create this survey and opening it to all employees. And since you asked, I have often thought that EPA needed more scientists on staff. When I started at EPA, I (b) (6) I think more scientists would help us reach our mandate of protecting human health and the environment in the shorter term.

239 I have no further comments.

240 no

241 Thank you for raising this important issue. We are sworn to protect human health and the environment. We need more scientists and engineers in the agency, especially in management.

With the Agency at such a critical time in turning away from an administration that openly supported political interference, towards embracing scientific integrity, the effort into such a comprehensive survey is appreciated. As such, it does take a fair amount of time to complete so suggest also holding focused discussions with groups of employees to get a good handle on issues shared by employees who do similar work. Also, EPA's Unions should be specifically engaged because they often hear issues that employees do not feel comfortable bringing to light either to management or through surveys such as this one. Thank you for your dedication to Scientific Integrity.

²⁴³ Keep up the good work! Thank you for all you do within the Scientific Integrity Committee and the Scientific Integrity Official at EPA

244

The Scientific Integrity Policy needs to be re-established at EPA, so that our agency can be looked upon with highest regards and integrity.

²⁴⁵ The new performance based contracting strategy the government has been forced to use greatly reduces the governments ability to get quality products, including science based deliverables, at greater cost and requires significantly more work and more time for the government to plan for, award and manage, while restricting ability to make necessary changes in light of new information. (b) (6), (b) (5)

The Scientific Integrity Committee should look investigate their use across the government to see if their are widespread problems with using his type of contract.

246 Keep up the great work. I enjoy the annual agency-wide meetings.

247 Although we saw unprecedented scientific integrity abuse in the previous administration, I want to highlight that we also have career leadership who also stifle science or differing opinions. Retaliation is real and is not only done by political leadership.

248 Scientific integrity seems to be understood as avoiding active scientific fraud ("offenses of commission"). The previous administration reportedly did that in high-profile cases, but they also simply refused to start normally regular work ("offenses of omission").

249 As a scientist, I take this very seriously. As an EPA employee of a (b) (6) I find it quite challenging.

250 Thanks for the opportunity to vent a bit. I hope the survey authors are familiar with the references I made to specific facilities or compounds.

251 I think this whole survey is missing the point. Certain areas of the agency's work as it it tied to its mission have become politized. I personally did not experience a lot of interference or pressure to conduct rushed or poor science. I did not feel pressure to change the outcomes of scientific results. These statements pertain to work areas/program areas we were told/authorized to work on. However there were large areas of work that we could not work on. So there was not interference/pressure in those work areas because there was not active work. The work was just shut down and there was no need for any level of management or staff to feel pressure. I think you should have included questions about whether you had work/program areas that were active and then shut down and work stopped or funding was eliminated. In other words, I am not sure there was a ton of bad science within the agency. I think there was just zero science being done in certain areas of work that the Agency historically worked on or perhaps should work on since it fits within the Agency's mission. There was no reason to ask my sex, gender, race and other demographic preferences in this survey.

252

I have almost given up on EPA but I am somewhat hopeful for the future.

253

The Agency overall does a great job with scientific integrity, however over the last 2 years in particular political motivations influenced what science was allowed to be made public and how certain scientifically-based results would be used - particularly with respect to climate science.

254

N/A

255

Fix your survey. Your demographics questions need to include "Do not wish to answer" as a possible response. It is inappropriate to ask all of the gender questions in general. They have nothing to do with my understanding of scientific integrity. I will probably be speaking with my EPA Diversity coordinator about this survey.

256

I think the current administration is doing a much better job with scientific integrity than the last administration. However, I still think accelerated schedules pose a potential issue to scientific integrity, especially when it doesn't give new methodologies appropriate time to be vetted.

257

The Agency is pushing to downgrade nonsupervisory expert positions.

(b) (6), (b) (5)

This will reduce scientific capacity at the Agency. The Agency will have a hard time recruiting highly qualified scientists for nonsupervisory positions.

²⁵⁸ i see no reason to ask questions related to sexual orientation, birth assignment, etc. in a scientific integrity questionnaire. It is WAY out of line to have these in here. If the agency is interested in asking this info, it should do it through a different process. I answered a couple of demographic questions which i wish i had not and could not go back and unmark them.

²⁵⁹ Stop forcing people to believe in man made climate change and the exaggerated catastrophe of it.

²⁶⁰ N/A

²⁶¹ No comment at this time

²⁶² Transparency and communication!

²⁶³ Again, Scientific Integrity at EPA is much broader than just EPA since we are at the center of much scrutiny and attack from many different directions. EPA's world is much more involved with all the other entities which can influence our decisions, and those in positions which can apply subtle or not so subtle pressures on the scientists and the managers who are above those scientists at multiple levels. If you cannot see the issues clearly see what occurred with the pandemic and the (b) (6) type of persons who are pressured by anyone from the president to a local thug threatening them at home.

²⁶⁴

thanks for the opportunity to respond to this important subject matter.

²⁶⁵ I have no faith that this process will remedy the problems. Managers will never receive any penalty for endangering the public, and staff will never have there PARS or other penalties corrected.

²⁶⁶ the comments within relate to mission related work in a (b) (6) program- where the most beans are generated and awards are given to those who find few if any problems and conduct little to no (b) (6) or QA/QC- such a system is set up to fail the overall mission of protecting human health and the environment-

²⁶⁷ None

²⁶⁸ The policy is fine - implementing it is almost impossible when the Agency's actual work is driven by so much autonomy at each level of the enterprise, up-to and including those who want to give each community autonomy in defining environmental goals and results... its hard to demonstrate to EPA employees that value of longitudinal data to their work because that's not the type of work EPA is actually doing... its a real problem.

²⁶⁹ thank you

²⁷⁰ Thanks for your work in this field. Very thoughtfully constructed survey. In many cases, I had little to add given my brief experience at EPA. Hopefully people such as myself with less than (b) (6) of experience at EPA can be extracted from the sampling pool as part of an analysis so as to not bias the results.

²⁷¹ N/A

²⁷² N/A

²⁷³

Scientific Integrity Policy surveys should ONLY be addressed to personnel with direct knowledge or performance of Scientific duties! It is a total waste of time to personnel NOT involved in science at EPA!!!

We need to establish a 1-800 hotline with an easy to remember number like 1-800-HONESTY (466-3789) or 1-800-EPA-TRUE (372-8783).

²⁷⁵ Yes, I have not idea what the last portion of questions has to do with scientific integrity or how it has been implemented at EPA. Race, Gender and Age should have no influence on integrity. Secondly it seems like the information could be used to be traced back to certain groups or individuals.

²⁷⁶ It's comforting to know there a SI Official and a policy on this. At the same time, I feel a growing sense of cynicism that this would prevent those with power from running roughshod of the scientific evidence for their own agenda. I say this regardless of political side, both have shown a penchant for it, albeit to differing degrees. The SI office cannot do their mission without the help of everyone in Agency. So, my take is that to get real results we need to target the creeping cynicism I mentioned and know is widespread among my colleagues and managers. Thank you for the work you're doing!

²⁷⁷ In my years since I became an FTE, this is the first time I've had to fill something like this.

Management has a culture of promoting to management those willing to ignore policy including scientific integrity policy in order to achieve management's goals, to appease, and to not be objectionable. Unless management begins promoting those with the courage to express differing opinions, change for the better will be limited.

279

Thanks for the opportunity to take the survey. I hope the results help all!

280 Ensure that the subject of Scientific Integrity is covered within the scope of EPA workforce development experiences, such as the Mid-Level Leadership Development Program, the Mentoring Program and other opportunities.

281

We need a management culture that encourages subordinates to provide information that decision makers need to hear not just what they want to hear. Decision makers should regularly ask to hear alternative views, opposing evidence and arguments, and should be comfortable discussing uncertainty and limitations of scientific evidence.

282 This survey was too long, and the questions about sex had no bearing on this topic. I won't take this survey ever again.

283 nope, but thanks for asking.

284 As I've related my experiences, EPA needs a HQs office that has independent authority to look into scientific integrity complaints, can offer advice/counsel without fear of reprisal. The office needs to have enough power to ensure any retaliation is dealt with appropriately. Given I know of no mgr who has been reprimanded for scientific integrity concerns, it gives me pause to say anything. Also given (b) (6), (b) (5) [REDACTED], I am highly unlikely to raise it here.

285 Use sound science in making policy decisions.

²⁸⁶ It may be helpful to separate the Quality Assurance Program from its embedded Office so it is independent and impartial wrt ensuring projects are removed from any local bias and the objectives and metrics have more independence.

²⁸⁷ I think the implementation and enforcement of the Scientific Integrity Policy is a strong step in the right direction for EPA, and should continually be reviewed, emphasized, and improved upon.

²⁸⁸ I am glad you are making the effort to conduct this survey. Do I think it will change/improve anything? Not really, but I have hope. The agency is broken but I think there are a lot of good people here who want to see the agency do the right thing and stand for the highest scientific principles and regain our leadership role in research, risk assessment, and integration of science in decision making, irrespective of what political party is in power.

²⁸⁹ Good luck!

²⁹⁰ No

²⁹¹ Worst survey ever!

²⁹² Some of the questions asked on demographics is bizarre. Why would some of those be necessary?

²⁹³ The more science integrity is emphasized it seems the worse it gets. Brazen management reorganizations to "make the science better" just insulated them from responsibility and made scientists less relevant. We are now just a cog in their machine. No voice.

²⁹⁴ Political appointees have too much power to block science without reprisal, as was demonstrated with the last administration. Policies/procedures need to be put in place that would hold these leaders accountable. Grant the IG's office more power and more staff to conduct and share investigations publicly about failures to implement scientific integrity, political interference, failure to make decisions based on science, retribution/reprisal from management.

²⁹⁵ what does our gender, ethnicity or age have anything to do with this survey ??

²⁹⁶ The agency should allow research on non fossil fuels. The United States of America has great scientist and engineers. But management has not allowed any relevant research on non fossil fuels since 1978. That is why in 1990 we had 350 ppm CO2 and now we have 405 ppm CO2 in the atmosphere. The petroleum Industry sold gasoline and prevented research on non fossil fuels and EPA management went along. All you have to do in search the internet and you will find that non fossil fuels are not used by one police department, but EPA management does not approve of facts.

²⁹⁷ 1. Yes, please shorten this survey if you intend to use it again in the future. 2. Please stop slipping gender identity questions into every survey. Ask people once (Agency-wide) if they want to share that information, and then leave it alone. It becomes intrusive, overly aggressive and offensive to some people. Please have some respect and courtesy for people's right to privacy.

²⁹⁸ this survey was too long

²⁹⁹ What do all the racial and gender demographic questions over the last two pages have to do with the central focus of this survey??

³⁰⁰ There were issues selecting answers (radio buttons) in the following survey sections. Answers submitted there can be ignored. Currently, what do you think are the greatest obstacles to achieving a Culture of Scientific Integrity at EPA? (Select your top 5 choices and rank them from 1 to 5, with 1 being the greatest obstacle). Which of the following would be most useful for enhancing the culture of scientific integrity at EPA? (Select your top 5 choices and rank them from 1 to 5, with 1 being the most useful).

³⁰¹ In our current age of misinformation, I believe it is essential that EPA do more to reach out to the public, using as many different forms of communication as possible, and most notably, social media.

³⁰² My experiences at EPA (b) (6) has been the low point of my scientific career as it relates to scientific integrity

³⁰³ I have worked at EPA for (b) (6)

³⁰⁴ N/A

³⁰⁵ No

³⁰⁶ I sincerely appreciate that you have taken the time to do a survey. It is a step in the right direction.

³⁰⁷ I am not concerned with a Scientific Integrity "Policy", "Official", or "Committee". These are all useless euphemisms. Do some science or protect human health and the environment.

³⁰⁸ I think the hierarchical nature and culture at EPA seriously impacts scientific integrity. I would like to see EPA move in a direction of greater respect for lower grade levels. This superiority complex that I have seen in many managers leads to micromanaging and discontentment in staff in lower grade levels.

³⁰⁹ No

³¹⁰ The Trump administration was a disgrace to science and the pursuit of excellence at EPA and across the nation in most agencies. The current rigging of election laws by Republicans in many states, including Georgia, is the single largest threat to future scientific endeavors our nation faces. This rigging of election laws should be spotlighted and eliminated/rolled back or science, and our nation as a whole, will be relegated to the dark ages and things like this survey will become nothing but a waste of time and futile. Stop trying to expose what happened in the past and start trying to make sure it just has no way of occurring in the future! Find a way to roll back the election laws that will guarantee that people like (b) (6), or even worse, will soon rule the land again, as science will not have a chance when despots like them prevail and take office.

311 It is not easy to come forward and seek advice or make an allegation. I appreciated the opportunity to get to know (b) (6) and other staff through the virtual meeting, so I had a feeling before I ever reached out that I could trust her and others with my story. I would say, in addition to considering the policies and procedures, I would advise the scientific integrity officials to spend time thinking about how to create the psychological safety for staff to step out of their comfort zones to come forward when they encounter concerns. If, for instance, a staff person experiences retaliation, does the Scientific Integrity Committee provide any support after the allegation, or assistance navigating to other resources (i.e., union representation, counseling through EAP). Even for people who are very concerned about scientific integrity, this is a hard process and can be helped by providing additional support. Also, I have shared this elsewhere in the survey, but the incidents that I have witnessed that I believe violated the scientific integrity policy were all instigated by career management officials, not political appointees.

312 I think we do need training on when decision-makers for the Agency, whether regional or at HQ, violate the scientific integrity process by ignoring or not seeking scientific information in their decision-making.

313 This survey was RIDICULOUSLY long! Don't know if I'll take it again in the future. The Agency needs to balance science with policy making. Too often our employees feel science is THE primary reason for getting up in the morning. We need to keep in mind that we are GOVERNMENT scientists and we work not only for the American people, but also the political leadership of the Agency regardless of party. Science is of course critical, but our science is supposed to be in support of regulatory decision making. It is not science for the sake of science. Also, this constant drumbeat of "are you being retaliated against?!" because of science is absurd. The Scientific Integrity office seems like its an super union. That's not your role.

314 Make publishing simple if possible!

315 Sharing my birth year, in addition to age range and time at EPA seems like it would de-anonymize my response. This concern holds true to all respondents.

316 Because this survey is unlike any that we have taken before, it should not be compared to previous years. Although I was not asked at the time, many years ago I experienced greater concerns with scientific integrity and felt like reporting it would only lead to more trouble for me and no action on the part of the one who was at fault.

317 No, I guess as I work here longer I will have more comments.

318 No

319 Just want to emphasize the importance of training

320 NA

321 na

322 "Integrity" at (b) (6) is a problem, in science, in fiscal management (FMFIA is a joke, a paper exercise that is not taken seriously), in hiring, in promotions, in details, in awards, in hiring bonuses, etc etc etc. Additionally, the IG lacks the fiscal expertise needed to identify and address fiscal Fraud, Waste, and Abuse. The Agency desperately needs to overhaul the entire IG program; I'm certain of it, I am (b) (6)

I am certain that fiscal Fraud, waste, and abuse can be reduced if experienced career fiscal staff were to partner with IG to investigate fiscal infractions. Additionally, post-investigative "lessons learned" should be communicated broadly and in a transparent manner to encourage others to follow the rules. Accountability changes behavior, when accountability is kept secret it does little to deter bad actors in the future. Thanks for the survey, "action" is really what we need. (b) (6)

323 Make hiring top notch scientists and engineers a priority for EPA.

³²⁴ Something must be done so that if another administration comes in, all your efforts to buttress scientific integrity don't go away. I don't know what the answer is but having personnel who are independent but imbedded in every organization with appropriate background and training may be a good start.

³²⁵ no

³²⁶ EPA is not protecting us like it used to. Other nations lead the way in removing contaminants from the environment. BPA issues, pesticides, the list goes on. Also, EPA has buried their heads and the threat from fracking, unsustainable crop growth for cattle that is removing all our water and creating the most obese country in the world. We need to reclaim our role in protecting people from corporate greed that is impacting our environment.

³²⁷ The crisis is over now that the Trump appointees are gone. Relax.

³²⁸ You have enough information to identify me. How are you going to keep me anonymous? (b) (6), (b) (5)

I learned my lesson to keep your head down and not speak up.

³²⁹ Continue to commit to Science Research and communication is the key (when you know better you do better)

³³⁰

You need to add N/A to more of your drop-downs. It isn't always agree or disagree, but sometimes we weren't able to say "I'm not sure."

³³¹ NA

³³² If the agency does not support its laboratories with qualified staff and current technology, it will begin losing its ability to provide independent review of both research and litigation results used in policy development and enforcement of the policies.

³³³ we need more consistency and transparency

³³⁴ EPA needs to invest in developing knowledgeable employees. Training on all the relevant topics, perhaps with the basic required for all employees and then a skill development track that includes other topic specific training that is meaningful and expertly designed to develop the necessary skills to be successful. I think that should include some training on how to make your SI concerns clear, e.g., articulating your concern in a clear and meaningful way - free of the emotional baggage that will undermine your case.

³³⁵ This is the first time I've seen an agency survey require the respondent complete the demographic questions. I've always thought those were supposed to be optional. I think OPM requires federal agencies with more than 800 employees to ask the questions, but I've never read anything from OPM that says the respondents must answer them. Since respondents must include their email address at the beginning of this survey some may see this as an invasion of their privacy. It doesn't bother me to fill it out, but I'm curious if this was correct from a policy point of view.

If a conclusion is made not favoring the solution with the most scientific integrity, I'd hope that those deciding this solution justify their decision and their decision-making process. I understand there are other factors to consider when it comes to protecting the environment, but I would love to know how / why officials choose one idea over another, especially when science points at a very obvious answer. Like a cost benefit analysis.

³³⁷ The Policies should be guided by the Scientists not by the political appointees.

³³⁸ Even Team Leaders are pressured to accept substandard work/submissions.

³³⁹ Staffing and limitations in funding are both challenges, however I don't see either as a cause of, or excuse for, lapses in scientific integrity. Generally speaking I feel that (b) (6) and EPA has a strong culture of scientific integrity and my concerns related to scientific integrity generally are associated with political appointees and the practices they implement.

³⁴⁰ I believe EPA's (b) (6) operated with scientific integrity in the last 2 years.

³⁴¹ It is refreshing to hear that these concerns are being addressed.

³⁴² be more inclusive. Form teams at the local level and include scientists and the Union.

³⁴³ I have never seen any one punished or reprimanded for failure of scientific integrity. As far as I know the Scientific Integrity Office has no teeth. I'm not asking for public flogging. But it would be good to know that there is some consequence for misconduct.

³⁴⁴ Scientific integrity must be restored for proper decision making.

³⁴⁵ Please focus on the foundation of high quality data and analysis. The easy route is to focus on creating paperwork and checklists to "check boxes." This creates the illusion that the work is proper, but EPA has neglected to reinforce the foundation of high quality data (i.e. proper sampling techniques, duplicates, not editing photos, etc.)

³⁴⁶ The most important thing is to keep politics out of science. Science is science. Stop trying to serve two masters. either we serve science and publish results as they are, or we serve our political masters and make our science fit with their agenda. You know that is wrong, so stop doing it. Even if it doesn't fit with wishes of whichever administration is in office. Publish the truth and leave politics out of it. We should not have to lower our morals or our values to fit with any political agenda. We are supposed to be a SCIENTIFIC Agency. Not part of some political think tank. We should be strong in our values or else, we will look like a lot of people already thing we look. Meaning they don't believe in climate change because we didn't have the strength to stand up to the previous administration.

³⁴⁷ N/A

³⁴⁸ I really hope something comes of the survey!! Good Luck!

³⁴⁹ I'm not sure if our office was the intended audience for this survey. We do not report analyses to the media and do not make environmental policy. (b) (6).

³⁵⁰ The Agency's respect for and efforts to maintain scientific integrity are highly valued and appreciated by staff scientists.

³⁵¹ I do not trust that this information is anonymous since so many demographic data points are asked.

³⁵² This survey was way too long.

³⁵³ I dont think industry or appointed officials should be as influential over science as they are

³⁵⁴ I was also troubled by the political appointees changing our position on two filed (b) (5), (b) (6)

On both cases, I know what was said publicly and did not work on them. (b) (5)

I only read the brief, but the arguments in it did not seem credible. It makes me wonder how the Administration justified reversing course due to the scientific findings by the prior administration.

³⁵⁵ Leadership must set the tone and ensure the policies in place to support scientific integrity are followed by all, to include political appointees. If not, they need to be disciplined.

³⁵⁶ this survey was poorly designed for answering and for the questions for scientific staff---what's the outcome to tell us?

³⁵⁷ Science and EPA's Mission must be protected from party politics and industry influence.

³⁵⁸ Clearance is a nightmare and is a large source of stress in terms of the time to jump through all of the hoops and then large delays. Now being burdened with multiple systems and having to personally input all of the data compromises the process.

³⁵⁹ Many questions are redundant. Everybody knows that money influences agency positions and I don't know what can be done about it (energy, chemicals especially).

³⁶⁰ I am hopeful that results of this Scientific Integrity survey will result in improved employee morale as well as a more positive public perception of the Agency.

³⁶¹ If not already in place, have a certification (different levels) warrant process for the scientist/researchers at the decision level.

³⁶² Scientific integrity applies to what we do address and what we don't address; as an agency, we need to be more transparent on what are our priorities and why.

³⁶³ Agency staff are letting down the public by not following scientific integrity. Managers responsible should be ashamed of themselves.

³⁶⁴ I am gratified to see an EPA survey on this topic and a survey that has open ended responses and actually seems to value input from employees. The annual employee viewpoint survey used to have free response areas/boxes which enable employees to share concerns/thoughts. I'd like to see the open free dialogue boxes in future employee viewpoint surveys.

³⁶⁵ N/A

³⁶⁶ I have nothing more to add.

³⁶⁷ Stop the ELMS madness. Spend too much time on ELMS related products that do not help an employee do their job

³⁶⁸ This survey was too long and was rather burdensome.

³⁶⁹ I would like to share that this survey has asked enough questions to make promises of anonymity laughable.

³⁷⁰ none

³⁷¹ We need a way to confidentially talk to someone outside of our regional office to get advice on filing an allegation. there needs to be an independent group who actually takes action that is visible.

³⁷² I have not used this word in the survey, but I feel that the current (b) (6) [REDACTED] is a bit of a bully and is willing to intimidate staff to "tow the line" in whatever direction she decides. While it is clear that it is the role of decision-makers to "decide", vilifying differing opinions is a very different matter. That should be routed out, and and leader doing that should be reassigned to a position where they cannot damage the Agency or the programs we oversee.

³⁷³ If the U.S. does not continue to be a robust democracy, scientific integrity will be useless.

³⁷⁴ Thank you for this thorough survey.

³⁷⁵ I am curious (and suspicious) as to why, in this survey, you want to know the demographic details of the respondents. I didn't answer these questions because the answers are none of your business. I now find myself questioning the integrity of this survey.

376 Commonly heard that we are supporting science at EPA. This just started being said with the new administration. As if during the previous administration we weren't supporting science. It is very disappointing that many individuals in our agency think that we weren't supporting science in the previous administration. Regardless of your political views our mission hasn't changed to protect people and the environment. It's very unprofessional to openly bad mouth the political administration in my opinion which was a common occurrence in the last two years. I'm also concerned that with the current administration and the pressure to focus on areas that the administration wants (b) (5) the agency will paint an inaccurate picture of the actual situation. Is climate change really an area that the agency can influence? That is a global issue that needs to be dealt with in developing countries first. The developing countries are the ones who are generating the most carbon emissions in the world.

377 Nothing further.

378 More outreach and engagement at the Regional level on scientific integrity, and guidance for Regions are the peer review process.

379 The program work that I do is not related to traditional scientific research. We use the conclusions of scientific research to help make policy decisions. What I've seen is, although we have scientific research that shows something is harmful to human health and the environment, and provides alternatives, if the situation is political, EPA will choose against the scientific research and cave to political pressure. I'm not sure if this is 'scientific integrity' or something else.

380 having been part of the (b) (6), I appreciate the efforts being made to where it doesn't happen again. I also really appreciate the "science is back" mentality of this administration!

381 I have no other comments. Thank you for addressing this issue. It is very important.

³⁸² Regular meetings between the scientific integrity office and managers (as well as staff) should occur.

³⁸³ After the unprecedented reign against EPA work over the past 4 years, it would be a tremendous boost to all of us in the trenches to see something done by EPA to attempt to hold past bad actors accountable. Some sort of report by EPA with press attention that provides findings about if/how EPA's scientific integrity was compromised during that time and what EPA intends to put in place now in case other truth-deniers get into power again.

³⁸⁴

Ultimately, scientific integrity is about accountability. If those who violate the standards set by the Agency in the SI policy, then it is useless.

³⁸⁵ The career leadership should be trained to show some spine when they are put under pressure by political leadership. I have seen that the senior executives are too eager to yield to their political bosses on scientific issues.

³⁸⁶ The length of the survey may affect the results of the later questions.

³⁸⁷ I have never had a DNA screen so I cannot accurately answer the last questions

³⁸⁸ The training is good, I don't think we need more. We need a stronger and faster process from the SIO once the claims have been made.

³⁸⁹ This was a very long and involved survey. The re-organization in (b) (6)

I think there are too many questions and if you take the time, as I did, to provide detailed responses then completion of the survey takes well over an hour. I have spent 2 hours working on this survey and I'm not satisfied, but am tired of working on it.

³⁹⁰ Thank you!

³⁹¹ No

³⁹² I may have given some specifics in the written boxes that reflect on a certain project or the idea about using (b) (6)

I do hope that the comments will be grouped for I had submitted this not knowing that there would be a report out and don't know if it will be reported back to our office. Thx!

³⁹³ Please try to get the policies and regulations of the Agency to more closely reflect the current science. We need to identify the gaps between the science and policies and find ways to get them more in line with each other. The Safe Drinking Water Act MCLs are very out of date. The fact that we don't have a (b) (5) is inexcusable given the state of the science.

³⁹⁴ The greatest problem to scientific integrity during 2019-2020 was political influence. The second greatest problem was a lack of resources- including time and personnel. It would be difficult to report allegations of scientific un integrity against colleagues who are simply overloaded with work and management whose highest goals that judge their performance is timeliness.

³⁹⁵ No comment

³⁹⁶ Great survey! Thanks for making this a priority. We can ALL do better!

³⁹⁷ Provide employees for jobs they are qualified for, or have appropriate experience for-- project managers and supervisors for geological and environmental related tasks or groups should have the experience to actually DO the jobs they oversee. They should have the understanding and expertise related to that specific job--- not just someone with any type of good education, even if not specific to the job at hand. They should be better at the jobs they supervise than the employees they oversee and provide guidance for, or at least be as good and as experienced. Provide meaningful training, not just politically motivated training. Provide specialized mapping and report generation groups to assist the scientists. Encourage good science, accurate science, thorough science, peer review and cooperation throughout the agency.

³⁹⁸ No comments

³⁹⁹ No.

⁴⁰⁰ none

⁴⁰¹ It is difficult to discuss regulations and regulatory implications based on science when career managers do not have or appreciate regulations. The response is typically "no" to any discussion.

⁴⁰² Don't elect evil people to high government positions.

⁴⁰³

The bottom line is that at the staff level, the presidential election caused our confidence in the scientific integrity of the agency to shoot up from very low levels to a more reasonable level I would describe as moderately hopeful. The past administration's disregard for the truth in so many ways caused many to doubt that any rules, regulations, protections, etc would actually be honored and implemented as intended.

⁴⁰⁴ No. Thanks for asking.

⁴⁰⁵ I do not think that the demographic questions on Race, sexual preference and identification are appropriate for this survey. I fail to understand why those questions are being asked or how those questions may or may not have an impact on Scientific Integrity.

⁴⁰⁶ Completion of this survey was informative, thank you

⁴⁰⁷ Thank God (b) (6) is gone

⁴⁰⁸ None

⁴⁰⁹ Survey was not concise.

⁴¹⁰ no

⁴¹¹ Please make this survey shorter. But, thank for the opportunity.

⁴¹² Needing more information and accessibility about the scientific program integrity.

⁴¹³ NONE

⁴¹⁴ It will not matter how robust scientific integrity efforts are within the agency if it continues to be a political pawn where politics drive the science (if any science at all). Science has to drive the policy and not the other way around. Until this is done no amount of training, guidance, internal policy, etc. is going to make any difference. Science needs to be legitimized in the minds of the people rather than being constantly eroded based on political agendas.

⁴¹⁵ No

⁴¹⁶ This survey is distributed under the guised of anonymity there is too much information provided that lends itself to the identification of the respondent and does not leave me with a warm and[or fuzzy feeling. i.e. email, program or region, grade, birthdate, and the optional demographics pages

⁴¹⁷ I believe in scientific integrity. However, in the past administration, it was evident that many (all?) of the political appointees did not share that belief, and subsequently undermined scientific staff and rendered decisions that were not based in science, damaging EPA's trust and reputation with the public.

⁴¹⁸ I think in general researchers at all levels at the agency strive to do good science. I think where failures do occur, it is almost always because of inadvertent mistakes due to time pressures or a lack of knowledge of the correct way to conduct or interpret results. I think the way to improve this is through increased emphasis on cross-training researchers, particularly on key tools like statistics for which there is a wide range of expertise across the agency.

⁴¹⁹ Please see my observations above. I didn't know I would be offered an opportunity to add comments at the end. Thanks.

⁴²⁰ Please focus on the mission of the agency ---protecting human health and the environment. So, don't allow industry profits to overshadow people lives, especially low-income and minority communities.

⁴²¹ None.

⁴²² A comment on the survey itself: I served as (b) (6)

(b) (6) In the future, distinguishing whether the survey is intended for only my time as a federal employee, and whether "First-Line Supervisor" refers to my mentor or their supervisor (branch chief), would be helpful.

⁴²³ Good defensible science can take time, and that does need to be understood as well.

⁴²⁴ Employees should be well aware of the policies and the Agency may encourage scientists to publish science in peer reviewed journals. It would be hugely beneficial if EPA can organize yearly Scientific/Regulatory conference to disseminate science and policy messages to the employees more effectively.

⁴²⁵

I sincerely do believe that SIO wants to make a helpful difference, but there are major obstacles with (b) (6) managers (not staff) thinking the program offices are (b) (6), whereas technical staff believe almost universally that the American public, consulting engineering firms, communities and states, are more important clients.

⁴²⁶ N/A.

⁴²⁷ N/A

⁴²⁸ After being at EPA for almost (b) (6), I have seen leadership's interest in science wax and wane. Most of the time, it depends on whether it fits their political agenda. There is intense pressure to advance that agenda. With the recent rise in disinformation and decreased trust in science by society, it would be a massive lift to shift the culture at EPA and truly invest in scientific integrity to the point where the policy is implemented as intended. With that said, we must lead the way. It starts with leadership inside EPA and also across government being clear about science and policy their decisions. I hope this administration understands that they can't sacrifice science and still meet their political agenda with integrity.

⁴²⁹ Thank you for promoting scientific integrity. The Agency can do more to lean in to tough environmental and public health issues, and not be bullied by politics. That would show greater integrity. I found the survey a little bit dense at times. Also, I was unable to answer many questions due to a disconnect between the question, the available responses, and my experience.

⁴³⁰ I'm all about giving states space to operate in whatever regulatory framework they are delegated; however, if our mission is really to protect the public health and environment and we have data that show where a state or local agency is failing in their duty to uphold these protections, EPA senior leaders need to have the balls to step in and do what is right. We mostly have weak leaders with no balls whose only concern is parroting stupid narratives, seeing how many regulations can be created and forced down peoples throats, and cow towing to state and local agency senior leaders instead of really upholding the regulations on the books now that are plenty good enough to ensure environmental protections.

⁴³¹ I would like to see EPA focus mainly upon "environmental issues" and getting back to protecting human health and the environmental.

⁴³²

please bring some scientific integrity back to the agency so we can hold our heads up and not be ashamed to be associated w/ those buffoons

⁴³³ This survey was too long for the average employee to take and many prob lost interest or just didn't complete. Also many of the questions were awkward and could have been consolidated. Survey should have been one half to one third as long as it was in order to ensure maximum feedback.

⁴³⁴

Again, why did HR need to participate in this survey? It's unclear to me.

⁴³⁵ EPA has done some excellent work on Scientific Integrity and improvements are always helpful and appreciated.

436 EPA is an agency of scientific integrity doing the work that Congress charged us to do. We are not political.
Our goal is to protect human health and the environment

437 Nothing else

438 This is most likely an exercise in OPTICS, not substance.

439 It might be useful to have an external facing articulation and description of what EPA is trying to achieve and
the process of ensuring scientific integrity for the Agency.

440 It is interesting to reflect on how lack of peer review has changed the agency process over time with respect
to scientific integrity. In the 1980s, it was strongly encouraged and checked by first line supervisors. Now
there is no discussion. Recently I was made aware of the impact in a situation where (b) (5), (b) (6)

I was concerned about retaliation for pressing the issue.